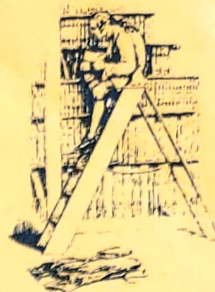


Librarians' Advocate

Official Publication Of Librarians Affiliated With The
University Council - American Federation Of Teachers, AFL-CIO



First in higher education

July 15, 1983

P.E.R.B. CERTIFIES U.F.L.

On July 8 the Public Employment Relations Board certified that the AFT had been chosen the exclusive representative for some 401 UC librarians. The tally was 170 votes for the AFT and 158 for no representation. The narrow margin of victory can be attributed, at least in part, to the valiant "no rep" campaign waged by the University administration. However, the administration's effort couldn't match that of the many UC librarians including members of the AFT's former rival, the California State Employees Association.

This is the first UC election for non-Senate academics. Others will be held later this year.

The unit is apparently the first in the U.S. higher education composed exclusively of librarians. In other institutions, librarians are included in units with other academic employees, usually teaching faculty, or, as in the Claremont Colleges, in a unit with other library employees.

The UFL victory, coupled with the Faculty Association win at the Santa Cruz campus two years ago, seriously questions the notion that academics in top rated universities do not want to be represented by a bargaining agent.

The campaign for UC librarian collective bargaining began 20 years ago when the first AFT local of faculty and librarians was chartered at Berkeley. In 1968, locals representing AFT members on all campuses formed the University Council-AFT, and in 1978 formed a librarians' chapter, the University Federation of Librarians, in order to coordinate efforts systemwide. In 1978, after many years of UC-AFT pressure, the state Legislature passed a collective bargaining bill for UC and CSU. In early 1980, the AFT and CSEA filed a petitions for a U.C. librarian bargaining unit, which was opposed by the University administration. PERB held hearings lasting three years before approving the librarian unit.

The PERB set an election for May 23-June 16, 1983. In March, the CSEA withdrew from all UC collective bargaining contests except that for scientists at the Lawrence Livermore National Laboratory. The CSEA Librarians Chapter officially endorsed the AFT in the contest, and urged all librarians to join the AFT should it be victorious. PERB counted the ballots on June 27, 1983.

Unions were victorious in all systemwide contests except for the Technical and Residual Patient Care Professional Units. Professional scientists and skilled crafts at LLNL also voted against union representation. AFSCME was elected the bargaining agent for 19,352 clerical, 6,286 service, and 4,109 patient care technical employees. The California Nurses Association was chosen by 4,420 registered nurses. Various AFL-CIO unions won the right to represent 756 skilled craft workers. To date, almost 36,000 U.C. employees have voted for union representation.

The Public Employment Relations Board "Tally of Ballots" on June 27, 1983 in Sacramento read:

Approximate number of eligible voters	401
Void ballots *	7
Votes cast for Univ. Fed. of Librarians	170
Votes cast for no representation	158
Valid votes counted	328
Challenged ballots *	18
Votes cast (328 valid out of 401)	81.75%
Votes for AFT (170 of 328)	51.82%
Votes for no representation (158 of 328) ...	48.17%
Margin of AFT victory (12 of 328)	3.65%

* 2 envelopes not signed; 5 people left UC. 6 supervisors voted challenged ballots and 12 additional supervisors were challenged by UC. The UFL then accepted all of PERB's challenges (6) and U.C.'s challenges (12). PERB stamped the outer envelopes "void." AFT and UC jointly initialed and dated these void ballots. None of these 18 challenges were counted.

UNIVERSITY COUNCIL American Federation of Teachers The Union For Faculty, Academic And Professional Employees MEMBERSHIP APPLICATION

I wish to join the University Council-AFT, and authorize it to represent me in my employment relationship with the University of California in order to promote my economic and general welfare.

Name (Please print) _____
Campus _____ Dept. _____
Title _____
Mailing Address _____
City _____ Zip _____
Campus Phone _____ Home Phone _____
Signature _____ Date _____

You can either have your dues deducted automatically from your paycheck on a monthly basis or we will send a bill to your home address each quarter and you mail in your dues. Check which you prefer.

- ☐ a monthly payroll deduction (we will send you the UC payroll form to sign)
☐ a quarterly bill (provide your home address)

UC-AFT monthly dues are $\frac{1}{2}$ of 1 percent on monthly gross salary; minimum dues are \$4 per month.

P.S.: Union Dues are tax deductible.

Please return this form to:

UNIVERSITY COUNCIL - AFT 122 Cypress, Santa Ana, CA 92701 714/542-0101

Bargaining Meetings Set

CSEA Librarians Join UFL

NOTICE

The UFL's first meetings for campus bargaining representatives will be held in Berkeley and Los Angeles on Saturday, July 23. Interested bargaining unit members are encouraged to attend one of these sessions to begin formulating contract proposals. Later, meetings will be held on the campuses to get additional input.

SATURDAY
JULY 23 10 AM - 4 PM

BERKELEY:

East Madrone Room
4th floor, Student Union

LOS ANGELES:

Directors Room
Hacienda Hotel
1100 Sepulveda Blvd
El Segundo
(south of LA Airport)



UNIVERSITY LIBRARIANS

CALIFORNIA STATE EMPLOYEES' ASSOCIATION

Chapter 213

(c/o Shain, 1340 Grove St., Berkeley, CA 94709)

An open letter to CSEA librarians at U.C.

U.C. LIBRARIANS VOTE FOR A.F.T. REPRESENTATION.
CHAPTER 213 URGES: JOIN A.F.T. DROP C.S.E.A. MEMBERSHIP.

THE FOLLOWING MOTION WAS ADOPTED UNANIMOUSLY AT A MEETING OF THE
BERKELEY SECTION OF CSEA CHAPTER 213 ON JULY 7, 1983.

1. WHEREAS on June 27, 1983 U.C. librarians voted 170 to 158 for AFT representation versus "no representation", in a systemwide election conducted by the Public Employment Relations Board (PERB) in Sacramento.
2. AND WHEREAS following CSEA's withdrawal from the U.C. elections on March 16, 1983 the Berkeley Section of CSEA Chapter 213, on March 18, 1983, unanimously recommended that: (1) All U.C. librarians should vote for AFT in order to defeat "no representation"; and (2) Should AFT win a majority vote (50% + 1) of the ballots cast by U.C. librarians, it would then have the legal responsibility to represent all U.C. librarians. We would then urge that all U.C. librarians join AFT. (CONCURRENCE BY ALL STATEWIDE OFFICERS OF CHAPTER 213).
3. AND WHEREAS the University Federation of Librarians, University Council-American Federation of Teachers will soon begin to bargain with the systemwide administration, through the University's Office of Collective Bargaining, headed by Tom Mannix.
4. AND WHEREAS the success of U.C. librarians' representation depends to a great extent on how many librarians are AFT members.
5. AND WHEREAS both rank-and-file U.C. librarians (approximately 401) and those currently classified as "supervisors" or "managers" (approximately 190) need protection and representation.
6. THEREFORE: The Berkeley Section of CSEA Chapter 213 recommends that all CSEA librarians at U.C. immediately join the University Federation of Librarians, University Council-American Federation of Teachers. A provisional Supervisors' Division will be available shortly for CSEA members whom the University Administration has classified as "supervisors" or "managers". We expect most CSEA librarians to drop CSEA membership as superfluous unless they want to pay for CSEA insurance coverage. AFT will be the exclusive representative of U.C. librarians to the University Administration in matters of wages, hours and working conditions. AFT will also be the only effective organization in grievances and appeals. (Dues are 3/4 of 1% of monthly gross earnings.)

Join the UFL Today!

One of the best ways to insure we get a good contract is to follow the example of CSEA librarians by joining the UFL. Fill out and return the membership application on the front of this newsletter today. The stronger the UFL's membership base, the more clout we will have with the administration. Join today!

University Federation of Librarians
University Council-AFT
1335 Grand Avenue
Piedmont, California 94610

FIRST CLASS MAIL